



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 9
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RM 3003
CINCINNATI, OH 45202-3271

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March 27, 2017

Ramon Garcia, Grand Lodge Rep.
International Association of Machinists and Aerospace
Workers (IAM), AFL-CIO
690 E Lamar Blvd, Ste 580
Arlington, TX 76011-1711

Re: LEGGETT & PLATT, INC.
Case 09-CA-194422

Dear Mr. Garcia:

We have carefully investigated and considered your charge that LEGGETT & PLATT INC. has violated the National Labor Relations Act.

Decision to Dismiss: Based on our investigation, I have concluded that further proceedings are not warranted, and I am dismissing your charge for the following reasons: The charge alleges that Leggett & Platt, Inc. (the Employer) violated Sections 8(a)(1) and 8(c) of the Act by promising benefits to employees when it sent a letter to employees on January 12, 2017 comparing union benefits to non-union benefits that employees could expect upon withdrawal of recognition. Under established Board law, an employer may not deal directly with employees represented by a union under circumstances where such actions are likely to erode support for the union. E.g., *Central Management Co.*, 314 NLRB 763, 767 (1994). In the instant case, however, the investigation discloses that on January 12, 2017, when the Employer issued the letter in question, the Union had lost the support of a majority of bargaining unit members. The Employer was merely informing employees of what their benefits would be when the withdrawal of recognition took effect. Accordingly, the letter does not constitute an unlawful promise of benefits.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

